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qualifications but we drastically reduced their salaries. Senator Warner used to say you get what you pay for. I never really understood that as well as what happened here. We cut the salaries. We had trouble recruiting and we get what we paid for. Now I'm probably the designated bad guy today because there is a lot of things out here to talk about. I know the three TERC members are going to be really angry at me for probably the rest of their lives. But you know what, the system is a little bigger than that and so...so nobody else goes out and talks about these stories, that's the reason I'm doing it today. It's better to have them mad at one person than destroy the integrity and the working relationship with the committees around here. And if you think this is fun or easy to do, it's not, but everyone of you know how important it is; this is what makes the property tax system in this state work. It's valuation. It's equalization. And it's how you determine who gets state aid. Those are probably the three biggest things we do in this state. And so we talk about it all the time, it ought to be fair, it ought to be as accurate as possible, and yet when it's not, we walk away from it and say, well, they are not doing so bad. The trouble is that somebody has got to stand up and say it isn't doing that well, and really what we're after is how do you resolve a dispute. I don't want lawyers going out and being assessors. They have no business trying to go out and assess property. That's not their training. Just because they've got a law degree doesn't make them smarter than anybody else in the world. But that's not what we're talking about. We're talking about when you have a dispute and the dispute arises between what the county assessor believes the value is and the county board of equalization believes what it is and what the taxpayer believes it is. Who resolves that dispute? And that's what we've been struggling with. Now my amendment says, look, let's face this straight on. You are asking them to perform and resolve a dispute between three different people or three different entities. Every other dispute we have in this state we resolve in the judicial system. Is it because they are smarter? No. Is it because they are trained in how to resolve those disputes and use due process and interpret statute and look at equal protection? Absolutely it is. It doesn't mean they are smarter. It means they are trained in that area to resolve those disputes and that's what we're asking them to do